

# *The City of Scottsdale*



The City Of  
**Scottsdale,**  
**Arizona**  
Is Seeking Its First  
Stormwater  
Management  
Director

# THE COMMUNITY

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Scottsdale, Arizona, is renowned as one of the most livable cities in the country and widely recognized as an outstanding community in which to live, work, and raise a family. It is also a community of remarkable contrasts. Famous as a resort destination nestled in the splendor of the Sonoran Desert, it is also a working city that draws employees from around the Phoenix metro area and is home to several progressive corporations and businesses. It combines a casual Southwestern style with a sophisticated arts community.

Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990s, Scottsdale embarked on an ambitious program to set aside a third of the City – nearly 60 of the City’s 184.5 square miles, as untouched desert open space.



Growth and preservation have brought the city to an historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970s is nearly gone. Growth is slowing and attention is now shifting to high quality infill and revitalization projects that are compatible with adjacent neighborhoods and the City Council’s paramount consideration for “quality of life” for residents and visitors.

The City’s ability to manage its growth, build a sustainable economy, maintain its mature areas, and fund desert preservation stems from a tradition of citizen involvement and long-range planning in city government and the community. Scottsdale’s “visioning” programs date from the early 1960s and produced Arizona’s first general plan.

Scottsdale’s integrated strengths in quality of life, community involvement, economic development, and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys and competitions as an outstanding place to live,

raise a family, conduct business and visit on business or pleasure. Please visit [www.ScottsdaleAZ.gov](http://www.ScottsdaleAZ.gov) for more information on the City of Scottsdale.

## CITY GOVERNMENT

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Scottsdale City government is a full-service Charter municipality that operates under the council/manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter

Officers, the City Attorney, City Auditor, City Clerk, City Judge, City Manager, and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions.

The City Council has established and recently updated the following Mission and Goals to reflect the priorities of the City

Council, shape the budget and guide strategic planning and performance in all departments.

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### Mission:

*It is the mission of the City of Scottsdale to build citizen trust by fostering/practicing open, accountable, and responsive government; to provide quality services; to provide long-term prosperity; to preserve Scottsdale’s unique southwestern character; to plan and manage growth in harmony with its desert surroundings; and to promote livability by enhancing and protecting its neighborhoods. Quality of life for residents and visitors shall be the paramount consideration.*

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### City Council Goals

- **Neighborhoods.** Enhance and protect a diverse, family-oriented community where neighborhoods are safe, protected from adverse impacts, and well maintained.
- **Preservation.** Preserve the character and environment of Scottsdale.
- **Transportation.** Provide for the safe, efficient and affordable movement of people and goods.

- **Economy.** Position Scottsdale for short and long-term economic prosperity by stabilizing, promoting, strengthening, stimulating, expanding and diversifying our economic resources.
- **Fiscal and Resource Management.** Ensure Scottsdale is fiscally responsible and fair in its management of taxpayer money and city assets, and coordinates land use and infrastructure planning within the context of financial demands and available resources.
- **Open and Responsive Government.** Make government accessible, responsive and accountable so that pragmatic decisions reflect community input and expectations.

The City of Scottsdale is a values-driven organization with over 2,200 employees who take pride in delivering high quality public services. Consistent with the City Council's mission and goals, city employees have established the following employee values to characterize the "Scottsdale way of doing things":

- Plan and Innovate for the Future
- Listen, Communicate, Take Action
- Respect the Individual
- Collaborate as a Team
- Learn and Grow Continuously
- Focus on Quality Customer Service
- Be Accountable and Act with Integrity
- Show Caring and Compassion for Others

The City of Scottsdale is widely recognized as an outstanding organization, with a rich tradition of innovation and excellence in public services. Citizen satisfaction with City services has ranged from 94 – 98% in annual random surveys the past five years.

## STORMWATER & FLOODPLAIN MANAGEMENT DIVISION

As part of a recent reorganization, the Stormwater and Floodplain Management Division is now part of the Municipal Services Department, which includes Field Services, Fleet Management, Solid Waste Management, Capital Project Management and Stormwater Management. The Department budget is approximately \$33 million, has a five-year CIP of \$500 million, and a full/part-time staff of 214.

The Stormwater Division has an operating budget of \$306,000, and a five-year CIP of \$111 million. The division will initially be staffed with a small group of Stormwater management professionals. The mission of the Stormwater Division is "to protect the health and welfare of the public from the impacts of flooding by promoting sound floodplain management and the development and maintenance of a cost effective and efficient citywide drainage system". The Division's responsibilities include the following:

- Protect the community so neighborhoods are safe from flooding and stormwater pollution.
- Assist in providing for safe movement within the community by identifying drainage deficiencies, coordinating stormwater projects, and alerting the public to emergency conditions.
- Coordinate City capital project planning and private development planning by completing the Citywide Stormwater Master Plan.
- Educate and assist the public, neighborhoods and other City departments in floodplain and stormwater management issues.
- Preserve the character and environment of Scottsdale by participation in the Character Area planning process and by identifying and mapping drainage corridors and watersheds.
- Implement Federal mandate NPDES to reduce pollution in stormwater.

## STORMWATER MANAGEMENT DIRECTOR POSITION

The Stormwater Management Director is responsible for the implementation of all of the City's stormwater and floodplain management programs and services and reports to the Municipal Services General Manager. Key priorities for the Director include:

- Provide leadership to shape and implement a nationally recognized stormwater and floodplain management program.
- Successful implementation of a five-year CIP of \$111 million.
- Develop effective and collaborative relationships with other city departments and various community and stakeholder groups.
- Provide the best possible professional advice to City staff, the Mayor and City Council, and boards and commissions.

- Develop staff so as to enhance their skills, stimulate their creativity, and assist them to achieve their potential.
- Serve as an advocate and contact for regional stormwater and floodplain issues and programs.

## IDEAL CANDIDATE

### Education and Experience:

The ideal candidates will be dynamic leaders with exceptional hands-on problem solving and communication skills. Candidates should also possess a broad background in stormwater management and engineering. A Bachelor's Degree in Civil Engineering, Environmental Science and four to seven years of related experience are required. Registration as a Professional Engineer with the State of Arizona or the ability to obtain within one year is required.

### Leadership and Management Style:

The City is searching for a Stormwater Management Director with the following leadership and management characteristics.

- Ability to balance visionary leadership with hands-on management.
- Decisive once input has been received and viewpoints are known and understood.
- Ability to develop a strong, results-oriented team.
- Committed to developing an effective working relationship with other city management staff, advisory and support groups, and city leaders.
- Ability to find commonality of interests among divergent views and priorities.
- Committed to a collaborative working style with staff and assisting them to reach their potential.
- Analytical with a willingness to develop collaborative relationships.
- Ability to facilitate public meetings and make strong citizen-friendly presentations.

### Competencies and Personal Characteristics:

- High degree of personal and professional ethics.
- Open and accessible with consensus-building skills.
- Fair, unbiased, compassionate, and a good listener.
- Politically astute and able to establish trust with the City Council, other city departments and the public.
- Willing to take risks and attempt innovative solutions.
- Excellent knowledge of stormwater and floodplain management strategies and services and the contribution they make to enhance the quality of life in a community.

## COMPENSATION

Salary will be highly competitive and negotiable. The City provides an attractive compensation and benefits package including:

- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)
- 15 Days of vacation annually
- 9 Holidays plus 1 floating holiday annually
- 12 Days of medical leave annually
- City paid Life Insurance
- Health Insurance
- Dental Care
- Long Term Disability coverage
- Superior Performance Awards

## APPLICATION AND SELECTION PROCESS

For additional information regarding this opportunity or to apply, please submit a cover letter with current salary, resume, and list of three work-related references to:



A DIVISION OF



John Shannon or Stuart Satow  
 Shannon Executive Search  
 241 Lathrop Way  
 Sacramento, CA 95815  
 (916) 263-1401, Fax (916) 561-7205  
 Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
 Website: [www.cps.ca.gov/shannon](http://www.cps.ca.gov/shannon)

Position is Open Until Filled

### First screening of resumes is Friday, July 18, 2003

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the City. A final interview process will then be scheduled for selected candidates.

*The City of Scottsdale is an Equal Opportunity Employer and values diversity at all levels of its workforce!*